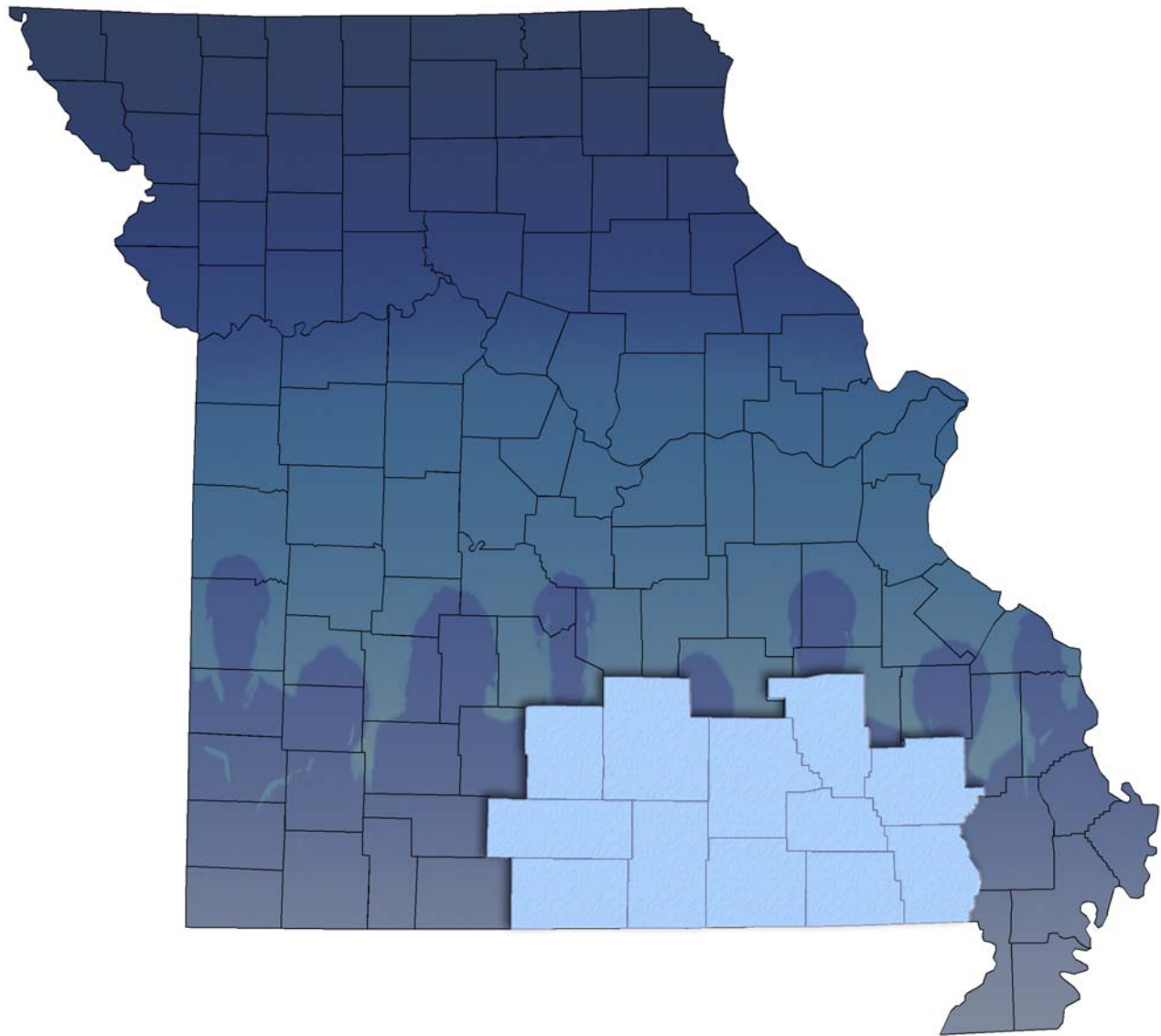


Missouri

Workforce Gap Analysis: Needs Assessment



Value Added Research With Customer Focus!

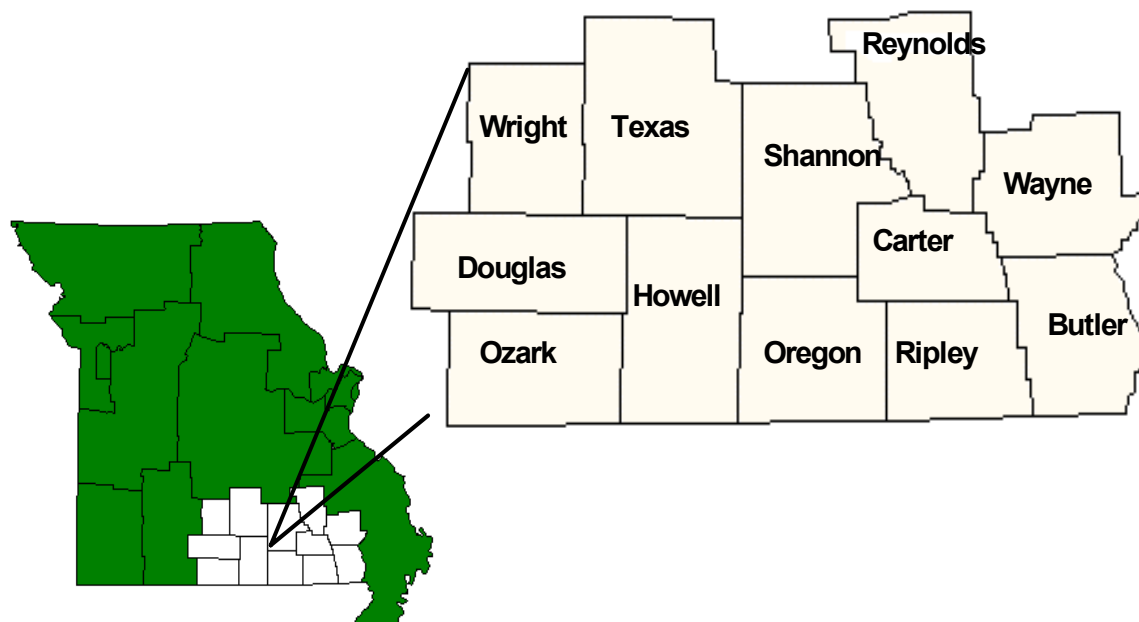
South Central Workforce Investment Area

301 W. High St. Room 580, Jefferson City, MO
65102

Tel: 573-751-3633; Fax: 573-751-7160



The South Central WIA Region



The South Central Workforce Investment Area (WIA) consists of twelve counties in southern Missouri. Micropolitan Statistical Areas in the region are Poplar Bluff (Butler County) and West Plains (Howell County).

The South Central WIA accounts for 2% of the state's workforce. Southwest Missouri State University has a campus in the region and Three Rivers Community College is located in the region.

Bubbling springs, sparkling rivers and forested hills accentuate the area. The Mark Twain National Forest covers much of the area and the Ozark National Scenic Riverways are located in the region.

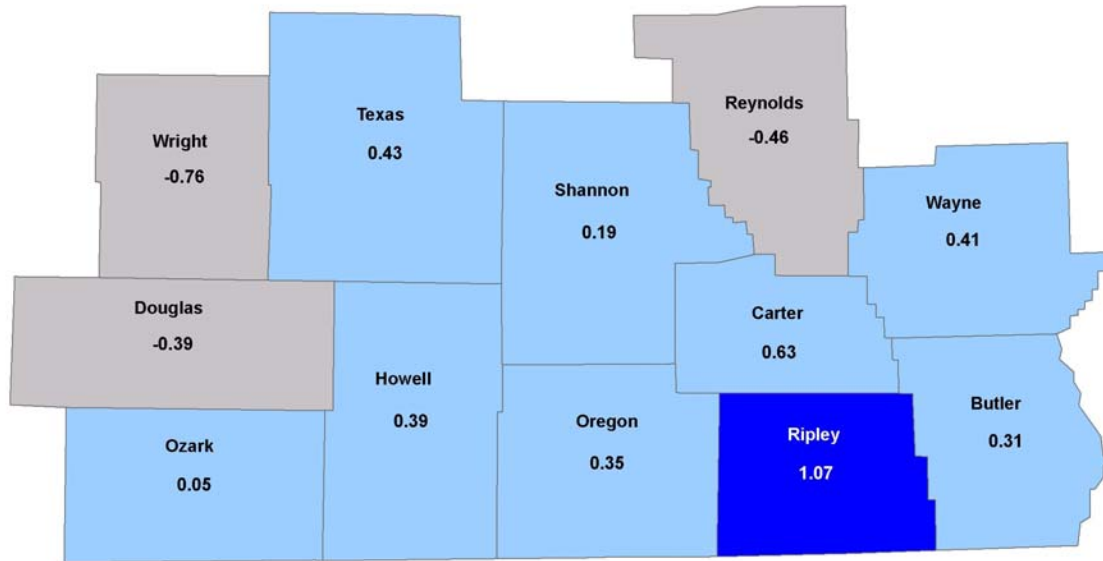
The Workforce Gap Analysis Needs Assessment for the South Central WIA shows that:

- Nine of the twelve counties in the South Central WIA have above average economic momentum.
- Eight counties had higher unemployment rates than both the state (5.8%) and national rates (5.7%) in July of 2004.
- Poverty was significantly higher in the South Central WIA (20.5%) than the Missouri average (11.74%) in 2000. Poverty is pervasive throughout the region.
- The percentage of South Central region workers earning a salary meeting the self-sufficiency standard is 74.07% for an adult with an infant, 43.22% for an adult with two children, 25.40% for two adults with two infants, and 13.25% for two adults with three children.
- The largest employing industries in the South Central WIA include: farm, retail trade, and local/state government. The fastest growing industries in the region include: motion pictures, waste management, and nonmetallic mineral production. The highest paying industries in the South Central WIA include: federal civilian, beverage/tobacco production, and utilities sectors.
- Occupations with the largest number of annual openings include: retail sales workers, cashiers, and food preparation/serving workers. These occupations have many openings each year, but pay less than \$15,000/year. The exception is registered nurses, which pay above average wages of \$29,000/year and require at a minimum an Associates Degree.
- South Central workers laid off due to lack of work seem to increasingly gain more than their pre-layoff wage over a time period of six quarters. South Central workers laid off due to being fired or quitting however seem to earn at least 95% of their pre-layoff earnings after over a year's time.
- Top new businesses formed in the South Central region were in the retail trade, construction, and accommodation/food services sectors.
- A significant number of workers in Douglas, Wright, and Wayne counties commute 34 to 48 minutes to work, indicating that residents in those areas work outside their counties.
- The Educational Services sector has over 19% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

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What is Economic Momentum?

The Economic Momentum of an area is based on growth in employment, population, and income. An index score of “0” means that the county grew at the same rate as the state. The index thereby indicates areas of strong and weak economic momentum.

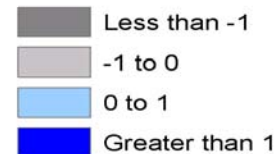


Counties with Notable Economic Momentum

- Within the South Central region, Douglas, Reynolds, and Wright counties were the only areas with less than 0 on the Momentum Index.
- Ripley County had the highest Momentum Index score of 1.07 when compared to the rest of the region.

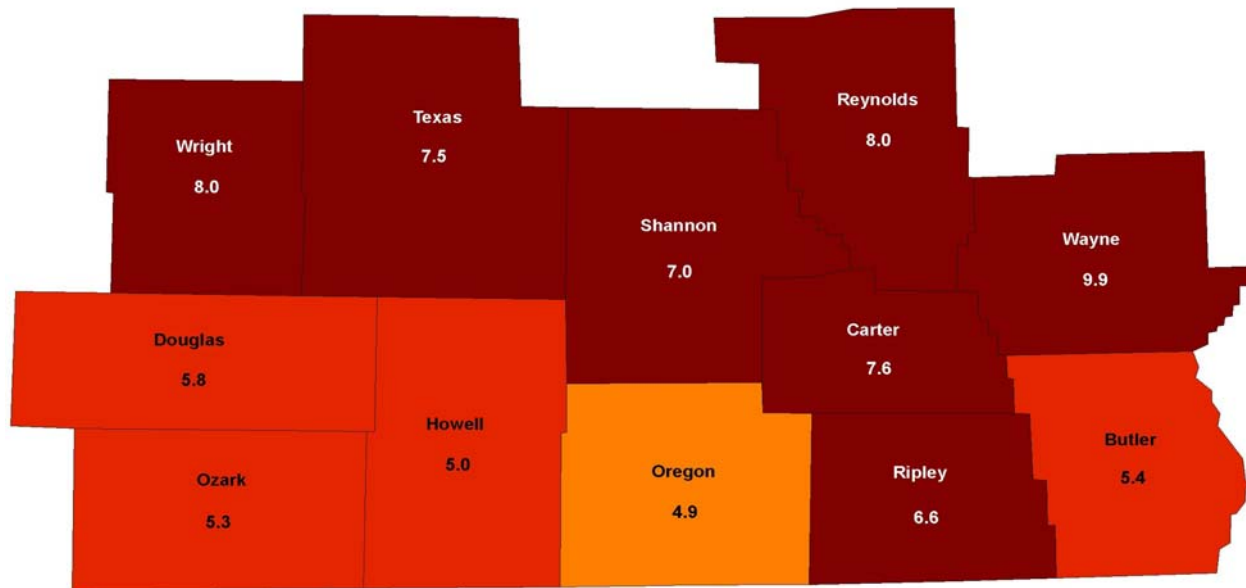
Source: MERIC, U.S. Bureau of Labor Statistics, U.S. Census Bureau, & U.S. Bureau of Economic Analysis

Economic Momentum



Workers Without Jobs

The unemployed population is defined as those who are over the age of 16 who were not working and were available for work. The unemployment rate is measured by calculating the number of unemployed persons as a percentage of the total labor force.

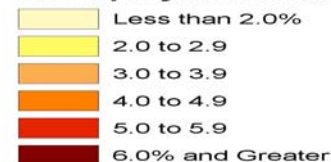


Percent of Population that is Unemployed

- The July 2004 unemployment rate for Missouri was 5.8%.
- The national unemployment rate was 5.7% for July 2004.
- In the South Central WIA, seven counties have higher unemployment rates than both the state and national averages.
- Across the region, unemployment rates decreased in 10 of 12 counties from July 2003 to July 2004. Douglas County had the largest decrease in unemployment.

Source: MERIC, with U.S. Bureau of Labor Statistics

Unemployment Rate

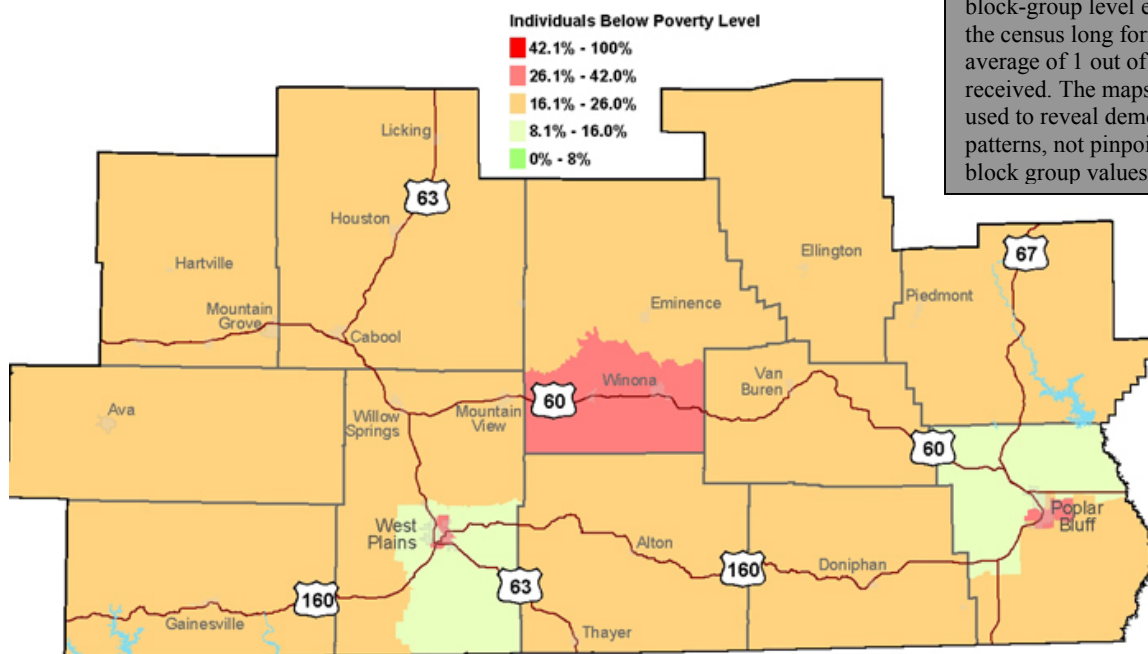


Area	Jul-04				Jul-03
	Labor Force	Employment	Unemployment	Rate	Rate
Butler	21,585	20,426	1,159	5.40%	6.10%
Carter	2,801	2,589	212	7.60%	8.00%
Douglas	4,848	4,565	283	5.80%	8.10%
Howell	18,293	17,381	912	5.00%	6.00%
Oregon	4,437	4,221	216	4.90%	5.40%
Ozark	4,307	4,080	227	5.30%	4.90%
Reynolds	2,428	2,233	195	8.00%	9.10%
Ripley	5,632	5,260	372	6.60%	8.90%
Shannon	4,105	3,819	286	7.00%	6.50%
Texas	8,876	8,206	670	7.50%	9.60%
Wayne	3,687	3,322	365	9.90%	11.40%
Wright	6,427	5,913	514	8.00%	8.20%

Regional Poverty

Department of
Economic Development

The poverty rate for a region is measured by the percentage of adults considered to be in poverty. The standards for poverty are set by the Federal government.



Percent of Population in Poverty

- The percentage of the total South Central WIA region population that was categorized as being in a state of poverty was 20.5% in 2000.
- The overall Missouri poverty rate for the same time period was 11.74%, significantly lower than the rate for the South Central WIA region.

What do these numbers mean?

- Individuals in the South Central WIA region have significantly lower wages and annual incomes than other regions in Missouri.
- Poverty is pervasive in the central part of the South Central region.

Source: MERIC, using U.S. Census Data

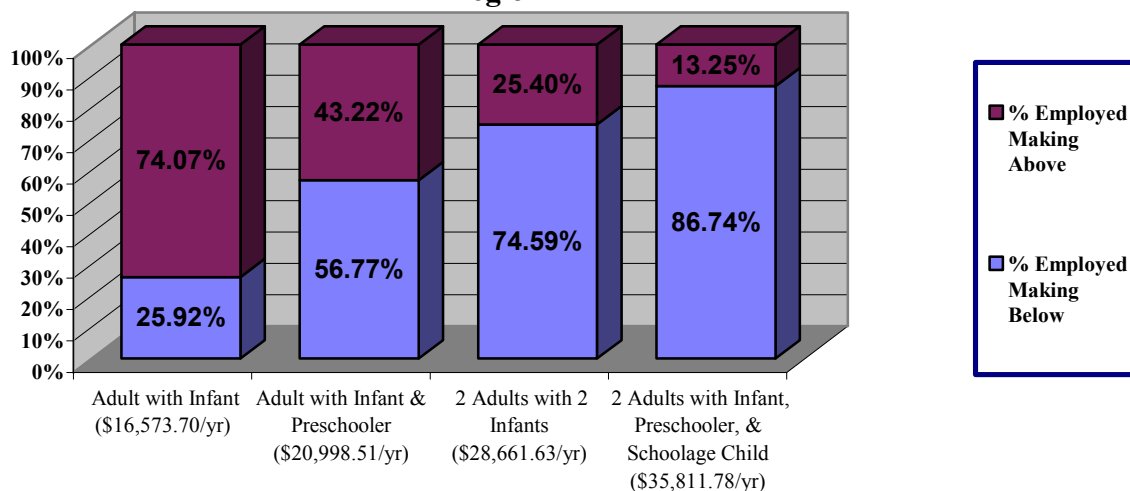
Necessary Wages for Essential Needs

The Self-Sufficiency Standard for Missouri charts the actual costs of living and working in the region. It measures how much income a family needs to pay for housing, food, childcare, healthcare, transportation and taxes-if they do not receive any help from relatives, friends or the government-based on the ages, as well as number, of children in each household, and the family's geographic location.

Self-Sufficiency Standard for the South Central Region						
County	Adult Annual	Adult with Infant** Annual	Adult with Infant and Preschooler** Annual	2 Adults** Annual	Adults with 2 Infants** Annual	Adults with Infant, Preschooler and Schoolage child** Annual
Butler	\$11,842.80	\$16,910.28	\$21,942.24	\$19,528.68	\$29,494.20	\$37,750.08
Carter	\$11,832.84	\$16,855.20	\$21,746.52	\$19,509.72	\$29,378.16	\$37,306.92
Douglas	\$11,832.84	\$18,413.52	\$24,228.96	\$19,509.72	\$33,108.36	\$39,738.48
Howell	\$11,905.92	\$18,012.84	\$22,698.24	\$19,768.20	\$31,806.60	\$38,423.52
Oregon	\$11,812.80	\$16,858.80	\$21,879.36	\$19,472.04	\$29,393.76	\$37,018.08
Ozark	\$11,812.80	\$15,755.16	\$18,720.36	\$19,472.04	\$26,644.32	\$31,708.20
Reynolds	\$11,852.88	\$16,888.92	\$21,788.40	\$19,547.64	\$29,445.00	\$37,381.08
Ripley	\$11,812.80	\$15,755.16	\$20,308.68	\$19,472.04	\$26,644.32	\$35,412.12
Shannon	\$11,863.32	\$16,566.48	\$20,429.40	\$19,582.80	\$28,652.52	\$34,807.32
Texas	\$11,812.80	\$15,755.16	\$19,517.40	\$19,472.04	\$26,644.32	\$33,336.96
Wayne	\$11,852.88	\$15,701.04	\$19,255.20	\$19,547.64	\$26,491.32	\$33,317.04
Wright	\$11,714.52	\$15,411.84	\$19,467.36	\$19,115.40	\$26,236.68	\$33,541.56
Average	\$11,829.10	\$16,573.70	\$20,998.51	\$19,499.83	\$28,661.63	\$35,811.78

Source: MERIC **Original report by Diana Pearce, Ph.D. with Jennifer Brooks.

% of Workers Earning the Self-Sufficiency Wage in the South Central Region



Regional Industry Overview

Department of
Economic Development

Top Employing Industries

The largest employing industries in the South Central WIA include: *farm, retail trade, state/local government, and construction.*

In terms of national competitiveness, the wood product manufacturing and farm sectors are most competitive while the wholesale trade sector is the least competitive.

SOUTH CENTRAL WIA - TOP EMPLOYING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Farm	8,900	(8.90)	\$2,340	8.09	0.37
Retail trade	7,648	10.13	\$11,120	1.15	0.05
State & Local Gov	7,112	9.64	\$29,600	1.06	0.01
Construction	3,170	3.13	\$9,079	0.90	0.01
Food services, drinking places	2,681	13.12	\$7,667	0.81	0.01
Wood product mfg	2,266	(2.07)	\$17,331	10.21	(0.59)
Nursing, residential care facilities	1,888	19.76	\$12,831	1.79	(0.06)
Prof, tech services	1,420	21.03	\$9,064	0.38	0.04
Wholesale trade	1,396	(1.22)	\$17,746	0.62	0.01
Truck transp; Couriers, msngs	1,352	16.55	\$11,213	1.55	0.07

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

Fast Growing Industries

Top Employers in South Central WIA by Employees

Company	Description	NAICS
OZARKS MEDICAL CTR	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
MARATHON ELECTRIC MFG CORP	MOTOR & GENERATOR MFG	33531204
SYSTEMS & ELECTRONICS INC	TRUCK TRAILER MFG	33621203
BRIGGS & STRATTON CORP	OUTDOOR POWER EQUIP STORES	44421002
THREE RIVERS HEALTH CARE	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
THREE RIVERS HEALTHCARE	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
GATES RUBBER CO	RUBBER & PLASTICS HOSE & BELTING MFG	32622004
ROWE FURNITURE	UPHOLSTERED HOUSEHOLD FURNITURE MFG	33712101
WAL-MART SUPERCENTER	DEPARTMENT STORES, EXCEPT DISCOUNT	45211101

Fast Growing Industries

The fastest growing industries in the South Central WIA include: *motion pictures, waste management, nonmetallic mineral production, and social assistance.*

Most of the fast growing industries have low employment bases, pay low wages, and are not nationally competitive. However, the nonmetallic mineral production manufacturing industry pays above average wages and is one of the area's more nationally competitive industries.

SOUTH CENTRAL WIA - TOP GROWING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Motion picture, sound rec	50	32.43	\$5,520	0.31	0.03
Waste mgmnt, remed services	104	27.95	\$9,559	0.81	0.02
Nonmetallic mineral prod mfg	161	27.10	\$24,543	0.83	0.24
Social assistance	1,048	26.04	\$7,272	0.99	0.00
Internet serv, data proc, other	57	24.77	\$10,140	0.26	(0.01)
Computer, electronic prod mfg	8	23.60	\$21,026	0.01	0.01
Administrative, support services	1,044	21.78	\$6,034	0.31	0.01
Amusement, gambling, recreation	827	21.60	\$5,808	1.44	0.05
Educational services	461	21.55	\$14,639	0.40	0.01
Prof, tech services	1,420	21.03	\$9,064	0.38	0.04

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

Top Paying Industries

The highest paying industries in the South Central WIA include: *federal civilian, beverage/tobacco production, utilities, and rail transportation.*

In addition, the federal civilian, beverage/tobacco production, and utilities industries also pay higher wages of \$40,000 and above.

SOUTH CENTRAL WIA - TOP PAYING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Federal Civilian	469	2.97	\$46,911	0.47	0.02
Beverage, tobacco prod mfg	49	(27.49)	\$46,862	0.63	(0.08)
Utilities	481	(11.25)	\$45,514	2.08	0.09
Rail transportation	414	(14.76)	\$39,644	5.76	0.31
Mgmt of companies, enterprises	235	(1.64)	\$34,882	0.37	0.01
Chemical mfg	210	(20.35)	\$31,770	0.61	(0.04)
Motor vehicle mfg	419	(7.37)	\$31,077	1.00	0.09
State & Local Gov	7,112	9.64	\$29,600	1.06	0.01
Hospitals	702	(0.02)	\$27,727	0.44	(0.02)
Electrical equip, appliance mfg	695	(11.93)	\$26,164	3.74	0.12

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

Top Openings by Occupation

Occupations with the largest number of annual openings (new jobs + replacements) include:

- Retail sales workers, cashiers, food preparation and serving workers, and waiters and waitresses.

Although these occupations have over 20 openings each year, they pay very low wages, less than \$15,000 per year, and require minimal education and experience.

The exception is registered nurses, which have 34 annual openings yet pay above average wages of \$29,000 per year and require at a minimum an Associates Degree.

SOUTH CENTRAL WIA - TOP OPENINGS BY OCCUPATION

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Cashiers	12.53	98	\$12,280	\$13,351	Short-term on-the-job training
Combined Food Preparation and Serving Workers, Including	34.48	59	\$12,368	\$12,834	Short-term on-the-job training
Retail Salespersons	8.73	60	\$12,322	\$17,513	Short-term on-the-job training
Waiters and Waitresses	23.62	45	\$12,320	\$13,765	Short-term on-the-job training
Nursing Aides, Orderlies, and Attendants	19.25	20	\$12,372	\$14,567	Short-term on-the-job training
Registered Nurses	20.23	23	\$29,048	\$37,578	Associate degree
Laborers and Freight, Stock, and Material Movers, Hand	10.27	34	\$12,322	\$15,598	Short-term on-the-job training
Elementary School Teachers, Except Special Education	14.35	26	\$24,222	\$31,207	Bachelor's degree
Office Clerks, General	11.01	27	\$12,366	\$16,575	Short-term on-the-job training
Truck Drivers, Heavy and Tractor-Trailer	10.81	24	\$15,321	\$26,045	Moderate-term on-the-job training

SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL

How Job Openings Affect the Region

- Based on this information, the highest demand jobs over the next ten years will require minimal skills or on-the-job training, thus not placing major strains on the local educational system.
- However, the need for about 34 RNs each year over the next decade will require local educational institutions to expand or develop nursing programs to fill this need; or the South Central WIA will have to recruit nurses from outside the region.

Fastest Growing Occupations

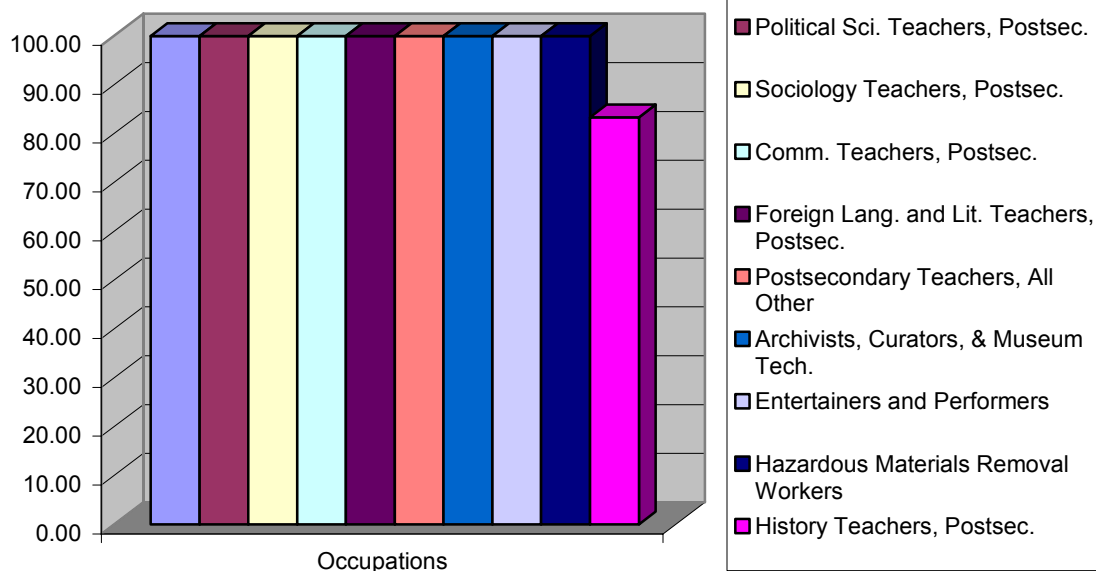
The fastest growing occupations in the South Central WIA are related to postsecondary education, museum, and entertainment careers. Although some jobs require only a minimum of long-term on the job training, most of the fast growing occupations require a minimum of a master's or doctoral degree.

SOUTH CENTRAL WIA - TOP GROWING OCCUPATIONS

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Geography Teachers, Postsecondary	100.00	ND	ND	ND	ND Doctoral degree
Political Science Teachers, Postsecondary	100.00	ND	ND	ND	ND Doctoral degree
Sociology Teachers, Postsecondary	100.00	ND	ND	ND	ND Doctoral degree
Communications Teachers, Postsecondary	100.00	ND	ND	ND	ND Doctoral degree
Foreign Language and Literature Teachers, Postsecondary	100.00	ND	ND	ND	ND Doctoral degree
Postsecondary Teachers, All Other	100.00	ND	ND	ND	ND Doctoral degree
Archivists, Curators, and Museum Technicians	100.00	ND	ND	ND	ND Master's degree
Entertainers and Performers, Sports and Related Workers,	100.00	ND	ND	ND	ND Long-term on-the-job training
Hazardous Materials Removal Workers	100.00	ND	ND	ND	ND Moderate-term on-the-job training
History Teachers, Postsecondary	83.33	ND	ND	ND	ND Doctoral degree

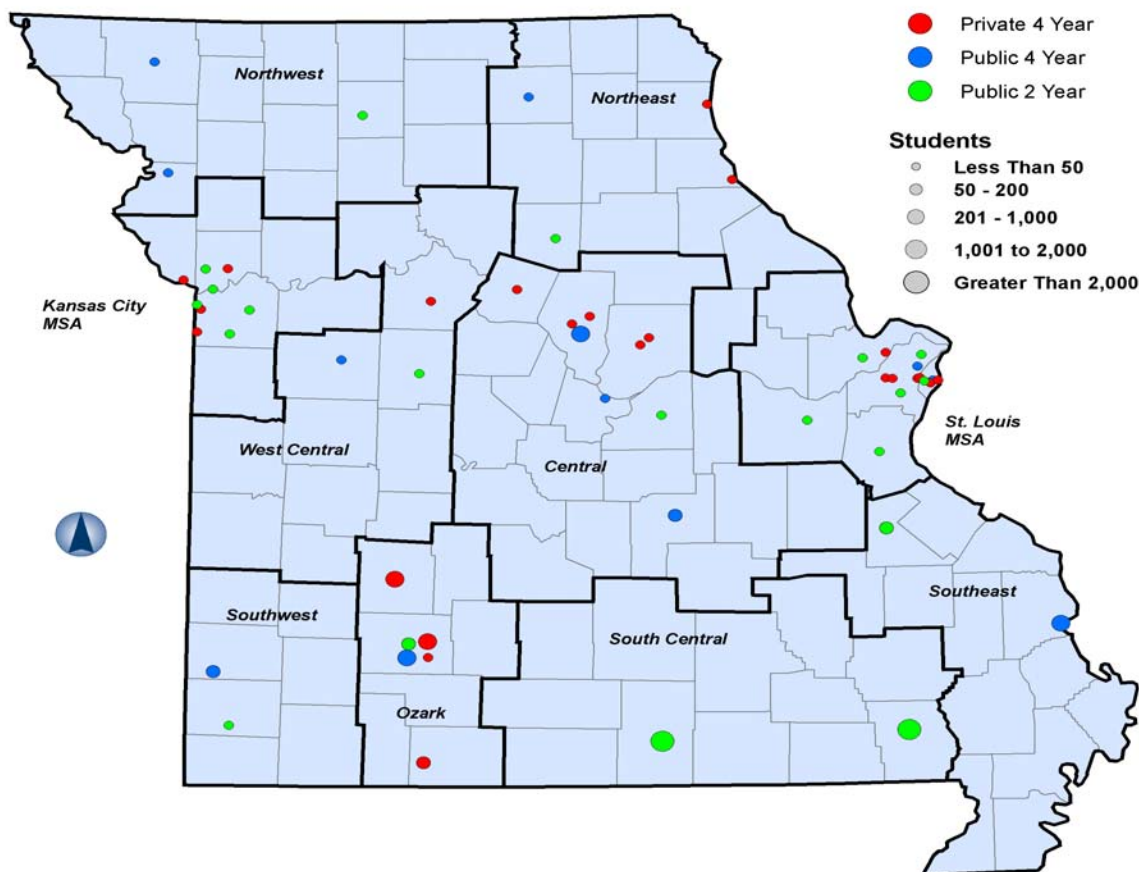
SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL

Percent Change of Top Growing Occupations



The number of students from the South Central region that go on to attend college describes whether or not local high school graduates go inside or outside the region to meet their post-secondary educational needs.

Where High School Students from the Region go to College



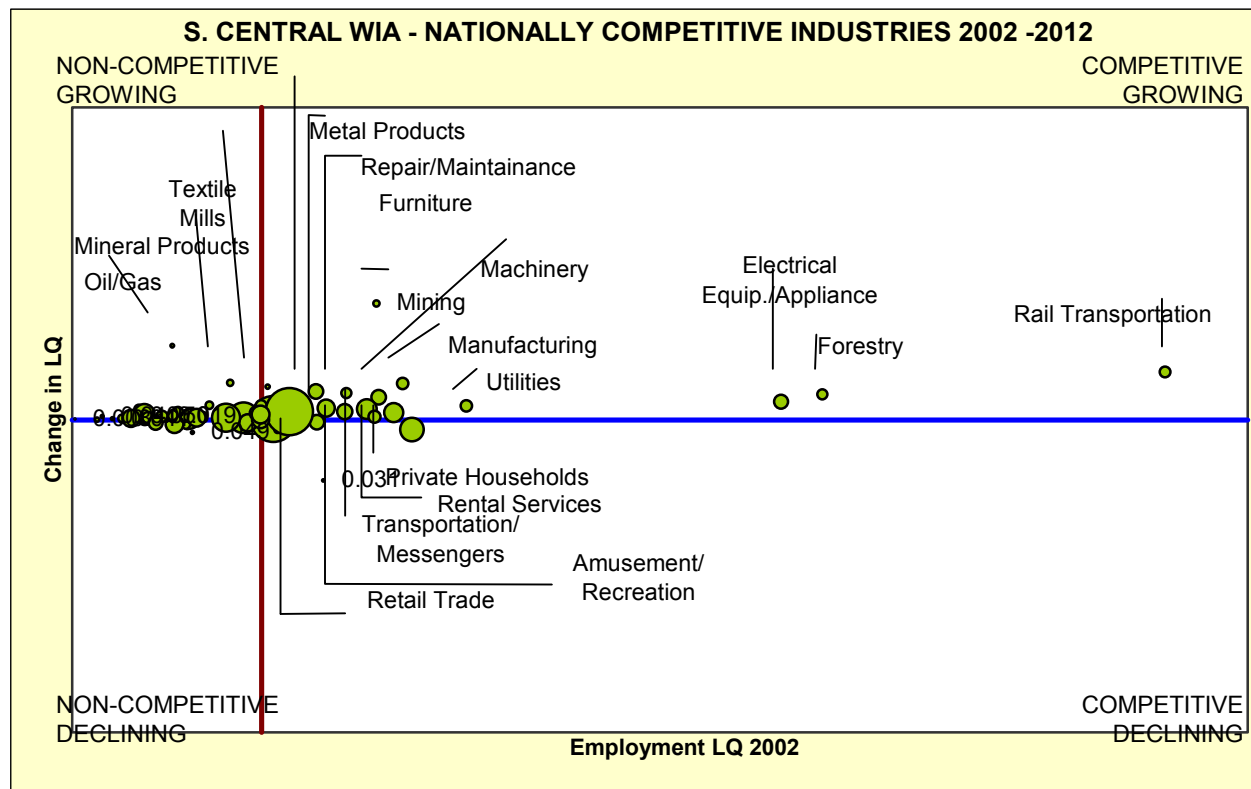
Post-Secondary Institutions with 20 or More Undergraduates from the South Central Region (1999-2003)

20-60 students	100-200 students	200-500 students	500-1000 students	1000-1500 students
Missouri Southern	OTC	Southwest Baptist	SMSU	Three Rivers
Columbia College	Mineral Area	SEMO	Drury	SMSU-West Plains
Central MSU	Coll. of the Ozarks	UM-Columbia		
Fontbonne	UMR			
Central Meth. Univ.				
Truman State				
Evangel				
Linn State				

Source: Statistical Summary of Higher Education

Industries Competing On a National Level

The South Central WIA has 24 nationally competitive industries, of which 19 are growing and 5 are declining. Competitiveness means that the South Central WIA has a competitive advantage in these industries relative to the rest of the United States, indicating that the WIA is highly specialized in these sectors in terms of value-added.



The top competitive and growing industries include:

- ***Rail transportation, forestry, farming, electrical equipment manufacturing, utilities, machinery manufacturing, rental/leasing services, truck transportation, and furniture manufacturing***

It is expected that these industries will continue to be the competitive drivers of the South Central WIA economy.

The top competitive but declining industries include:

- Nursing; leather, food, wood product, and apparel manufacturing

These industries are in danger of losing their competitive advantage, to the detriment of the South Central WIA.

Regional Target Industries

Department of
Economic Development

How are Life Science Industries defined?

Life Science Industries are those industries that use life-saving and life-enhancing technologies to improve the quality of life for people. These companies employed 5.57% of the state's total workforce in 2003. The concentration of Life Science Industries in the South Central region during the same time period was 2.00% of the state's total Life Science Employment.

Employment in Life Sciences (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Butler	1489	11	\$36,513.03
Carter	N/D	N/D	N/D
Douglas	N/D	N/D	N/D
Howell	1037	18	\$30,623.44
Oregon	N/D	N/D	N/D
Ozark	N/D	N/D	N/D
Reynolds	N/D	N/D	N/D
Ripley	N/D	N/D	N/D
Texas	239	7	\$34,188.45
Wayne	N/D	N/D	N/D
Wright	42	8	\$19,704.36
South Central WIA	2910	59	\$33,406.88

* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

What are Advanced Manufacturing Industries?

High-Technology Industries that fall within the manufacturing sector are considered Advanced Manufacturing. During 2003, Advanced Manufacturing industries employed 4.13% (108,089) of the state's total workforce. During the same time period, the South Central Advanced Manufacturing sector employed 3.68% of the state's total Advanced Manufacturing workforce.

Employment in Advanced Manufacturing (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Butler	1209	8	\$29,056.28
Carter	80	4	\$17,760.44
Douglas	N/D	N/D	N/D
Howell	1611	21	\$24,626.67
Oregon	N/D	N/D	N/D
Reynolds	66	4	\$20,871.36
Ripley	N/D	N/D	N/D
Shannon	N/D	N/D	N/D
Texas	76	6	\$20,894.67
Wayne	N/D	N/D	N/D
Wright	N/D	N/D	N/D
South Central WIA	3978	56	\$26,817.57

* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

Regional Critical & In-Danger Occupations

Competitive and Growing Occupations

The occupations in a region that are competitive on a national scale and are in industries that show strong growth in terms of new job openings are important in terms of the fact that such industries are and will continue to be the competitive drivers of the South Central WIA economy. The staffing patterns within each of these critical industries can show which occupations are critical in terms of continuing the region's high specialization in these sectors.

South Central Critical Occupations (Competitive-Growing)			
SIC	Industry	SOC	Occupations
10,11,12	Mining (except oil, gas)	47-5041	Continuous Mining Machine Operators
42	Truck Transp, Couriers	53-3032	Truck Drivers, Heavy & Tractor-Trailer
75,76	Repair, Maintenance	49-3023	Automotive Service Technicians & Mechanics
52-59	Retail trade	41-2031	Retail Salespersons
52-59	Retail trade	41-2011	Cashiers
75,76	Repair, Maintenance	51-4121	Welders, Cutters, Solderers, & Brazers
52-59	Retail trade	35-3021	Combined Food Prep & Serving Workers, Including Fast Food
227,229,239	Textile Prod mills	53-7062	Laborers & Freight, Stock, & Material Movers, Hand
227,229,239	Textile Prod mills	41-4012	Sales Reps., Wholesale & Manuf., Except Tech. & Sci. Prod.
227,229,239	Textile Prod mills	51-6031	Sewing Machine Operators

Source: MERIC, U.S. Bureau of Labor Statistics

Non-Competitive and Declining Occupations

Likewise the occupations in a regions that are not competitive on a national scale or within industries that show declining growth in terms of new job openings are important for both currently employed workers in those occupations and for job seekers deciding which career paths to move toward.

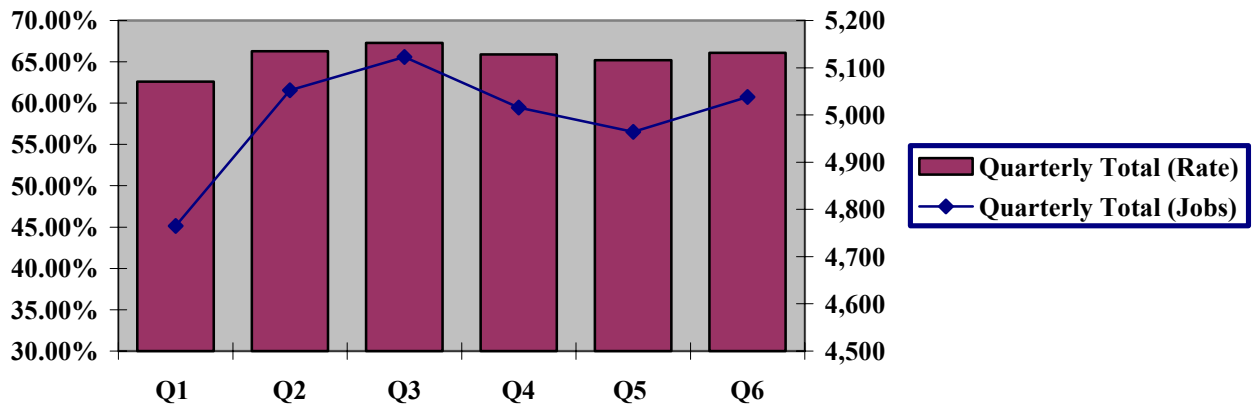
South Central In-Danger Occupations (Non-Competitive Declining)			
SIC	Industry	SOC	Occupations
60,61	Monetary authorities, et al.	43-3071	Tellers
60,61	Monetary authorities, et al.	43-4051	Customer Service Representatives
411,452	Ambulatory health care services	29-2041	Emergency Medical Technicians & Paramedics
806	Hospitals	29-1111	Registered Nurses
228,222,226	Textile mills	51-6063	Textile Knitting/Weaving Mach. Setters, Operators, & Tenders
228,222,226	Textile mills	51-5023	Printing Machine Operators
228,222,226	Textile mills	51-9032	Cutting & Slicing Machine Setters, Operators, and Tenders
228,222,226	Textile mills	11-1021	General & Operations Managers
228,222,226	Textile mills	51-1011	First-Line Super./Manag. of Prod. & Operating Workers
26	Paper mfg	51-9199	Production Workers, All Other
45	Air transportation	53-3033	Truck Drivers, Light or Delivery Services

Source: MERIC, U.S. Bureau of Labor Statistics

Percentage of Laid-off Workers That Find Jobs

The number of workers that find jobs after being laid off is measured up to six quarters after the initial layoff occurs.

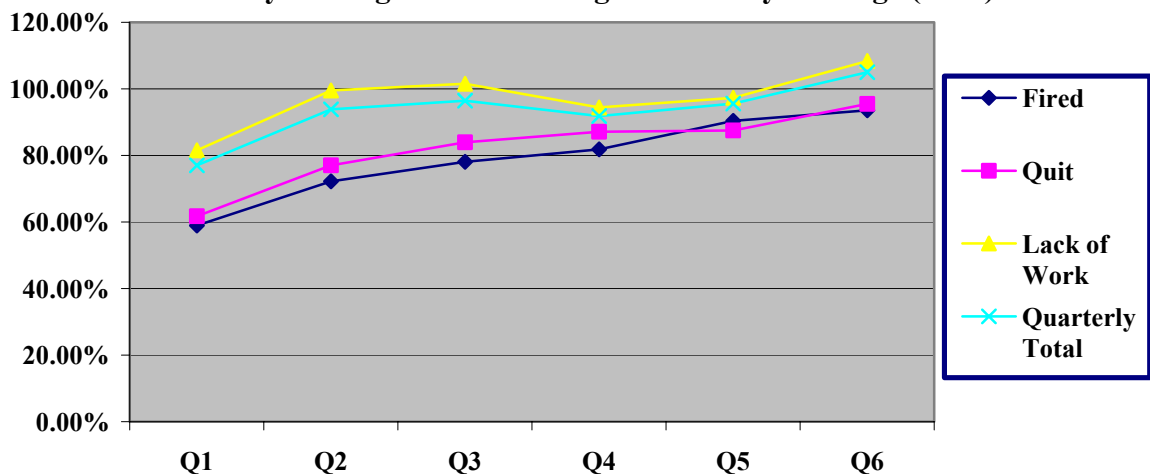
South Central: Re-employment of Laid-off Workers (2002)



Worker Salaries Before and After Layoffs Occur

South Central workers laid off due to lack of work seem to increasingly gain more than their pre-layoff wage over a time period of six quarters. South Central workers laid off due to being fired or quitting however seem to earn at least 95% of their pre-layoff earnings after over a year's time.

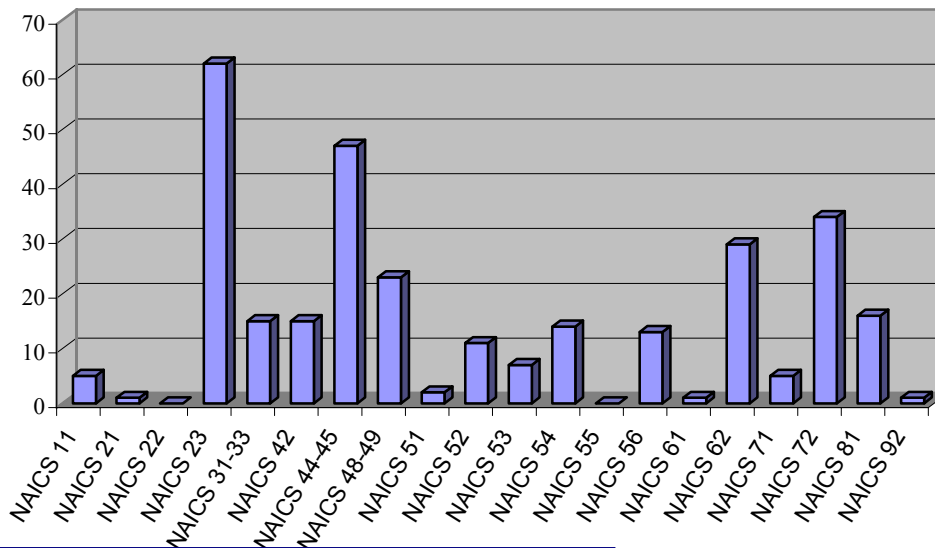
Post-Layoff Wage as a Percentage of Pre-Layoff Wage (2002)



The Impact of New Businesses Formations for a Region

The number of new businesses that formed in the South Central region in 2003 was headed by businesses in the retail trade, construction, accommodation/food services, and transportation/warehousing sectors. Construction businesses saw the largest increase with over 85 new businesses forming in the region in 2003.

New Business Formations in South Central Region by Industry



NAICS 11	Agr., Forest., Fishing & Hunting Support Activities
NAICS 21	Mining, Except Oil and Gas
NAICS 22	Utilities
NAICS 23	Construction
NAICS 31-33	Manufacturing
NAICS 42	Wholesale Trade
NAICS 44-45	Retail Trade
NAICS 48-49	Transportation & Warehousing
NAICS 51	Information
NAICS 52	Finance & Insurance
NAICS 53	Real Estate, Rental, & Leasing
NAICS 54	Professional, Scientific, & Technical Services
NAICS 55	Management of Companies & Enterprises
NAICS 56	Administrative, Support, & Waste Services
NAICS 61	Educational Services
NAICS 62	Health Care & Social Assistance
NAICS 71	Arts, Entertainment, & Recreation
NAICS 72	Accommodation & Food Services
NAICS 81	Other Services
NAICS 92	Public Administration

Source: MERIC, U.S. Bureau of Labor Statistics

Businesses With Slower Formation Growth

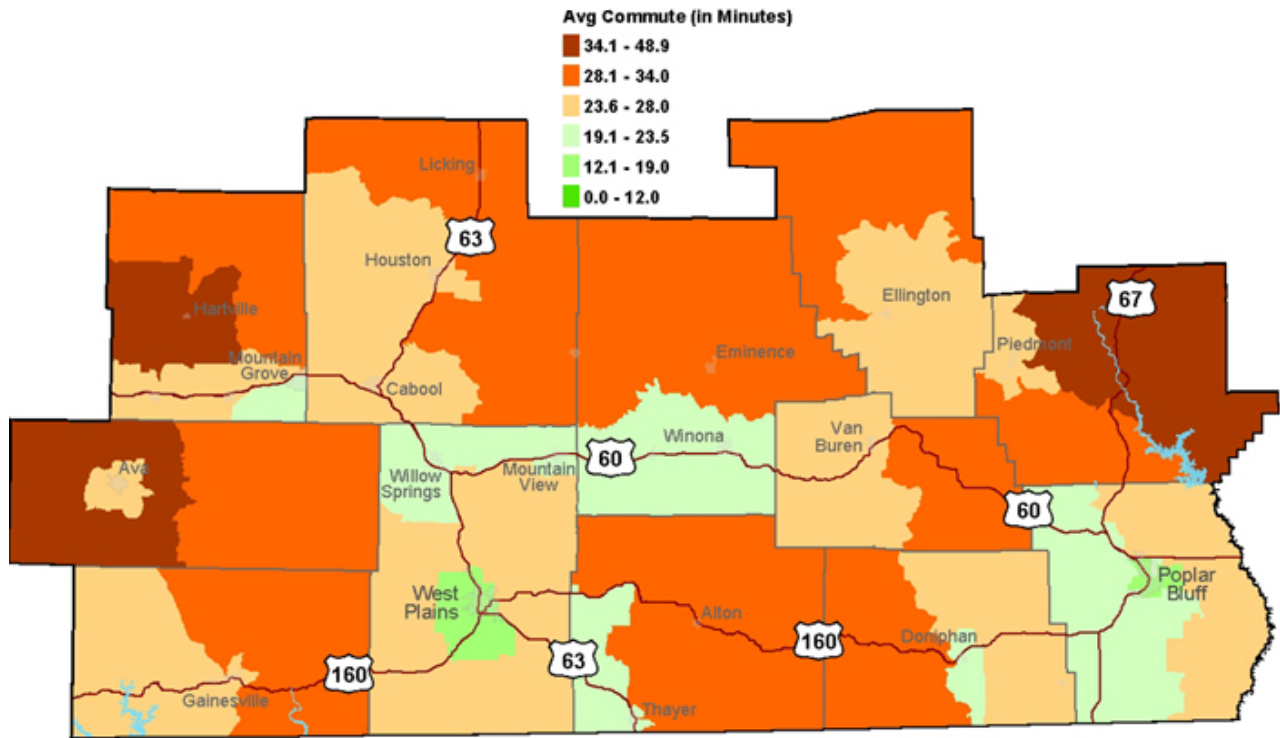
New business formation in the mining, utilities, educational services, and public administration sectors was considerably low in the South Central region in 2003.

Driving to Work in the Region

The time that it takes a worker to commute to their occupation reflects the availability of jobs located within a region.

This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

Source: MERIC, U.S. Census Bureau



The Time That it Takes Workers To Commute Within the Region

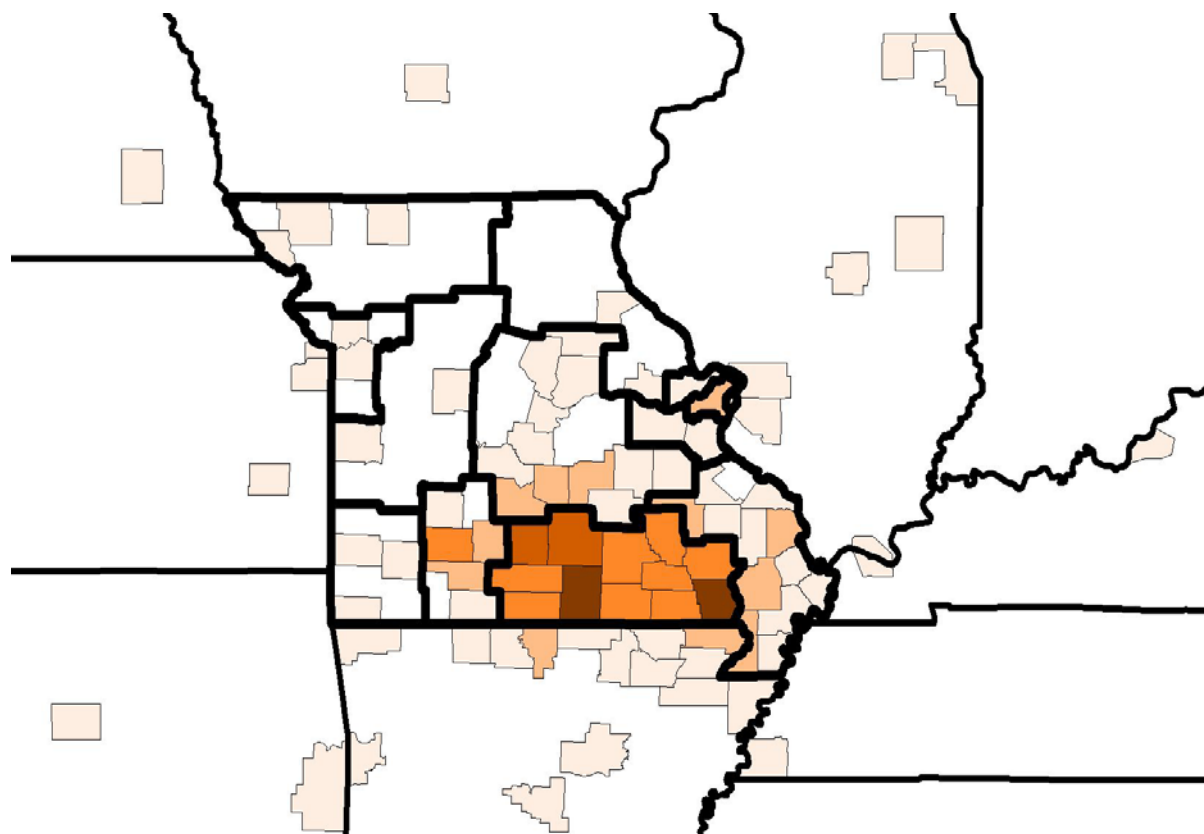
- A significant number of workers in Douglas, Wright, and Wayne counties have an average 34 to 48 minute commute to work.
- Based on the commuting patterns of workers in those counties, workers are most likely driving outside the WIA for work.

Source: MERIC, using U.S. Census Data

Workers Commuting In and Out of the Region

- Many workers commute outside of the South Central WIA to work. In particular, job opportunities in Greene, Christian, Webster, LaCade, Pulaski, Phelps, St. Louis, Iron, Cape Girardeau, Stoddard, and Dunklin counties are drawing workers outside of the South Central region.

Source: MERIC, using U.S. Census Data



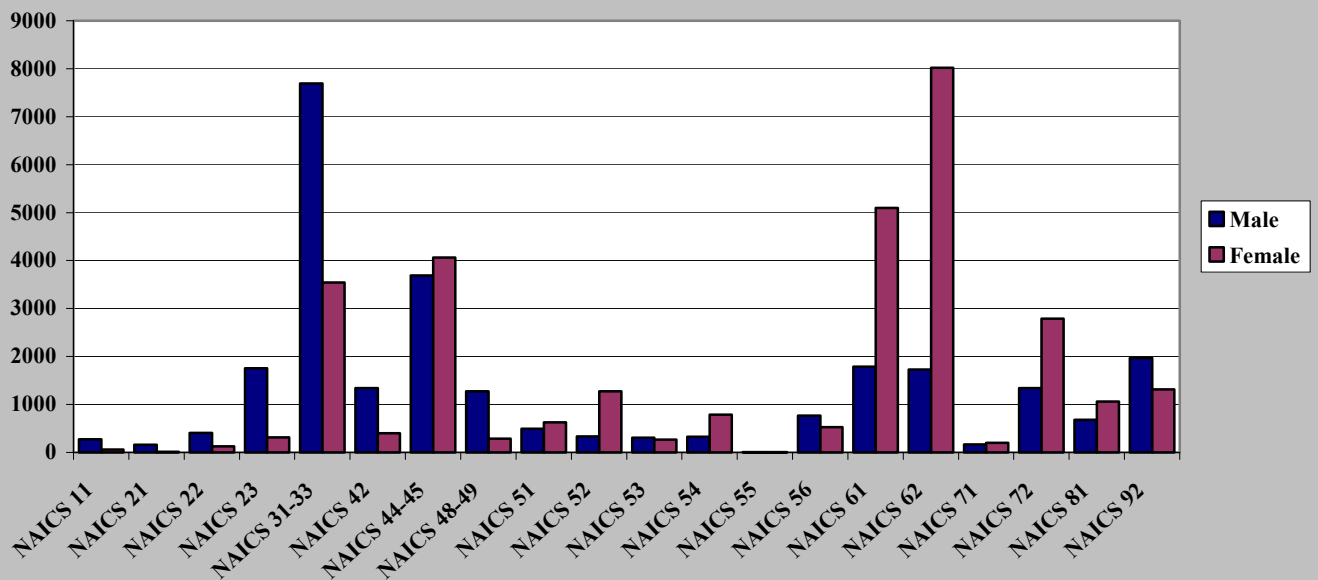
South Central WIA



Composition of the Workforce

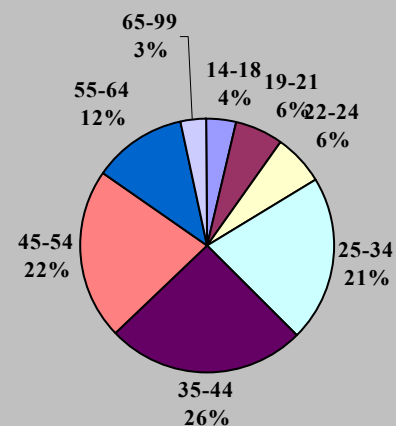
The South Central region's workforce can be broken down in terms of age and gender composition by industry. The South Central region's construction, manufacturing, and wholesale trade sectors are predominantly staffed by male workers. The healthcare, educational services, and accommodation/food services sectors have mostly female workers.

Makeup of the South Central Workforce by Major Industry and Gender



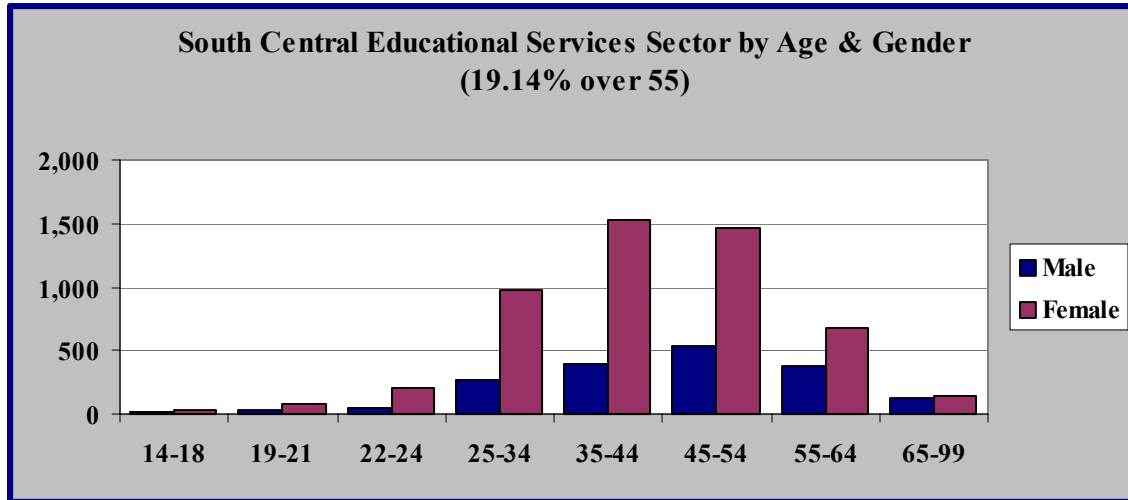
NAICS 11 Agriculture, Forestry, Fishing and Hunting
 NAICS 21 Mining
 NAICS 22 Utilities
 NAICS 23 Construction
 NAICS 31-33 Manufacturing
 NAICS 42 Wholesale Trade
 NAICS 44-45 Retail Trade
 NAICS 48-49 Transportation and Warehousing
 NAICS 51 Information
 NAICS 52 Finance and Insurance
 NAICS 53 Real Estate and Rental and Leasing
 NAICS 54 Professional, Scientific, and Technical Services
 NAICS 55 Management of Companies and Enterprises
 NAICS 56 Administrative and Support and Waste
 NAICS 61 Educational Services
 NAICS 62 Health Care and Social Assistance
 NAICS 71 Arts, Entertainment, and Recreation
 NAICS 72 Accommodation and Food Services
 NAICS 81 Other Services (except Public Administration)
 NAICS 92 Public Administration

Workers by Age Group

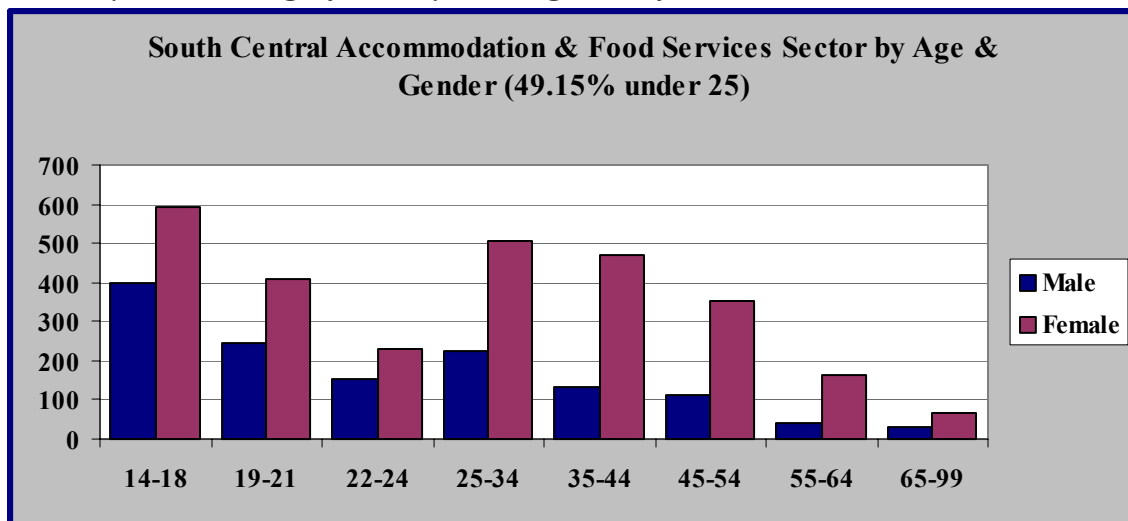


Age composition by industry can determine whether or not local colleges and technical schools are providing enough training for young workers who will be filling in the gaps left by those retiring.

Industry with a Significantly Aging Workforce



Industry with a Significantly Young Workforce



Source: LED, U.S. Census Bureau

What do These Results Mean?

The Educational Services sector has over 19% of its workforce over the age of 55. This means that in ten years this sector will likely have shortages of qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

Acknowledgements

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December 15, 2004

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Additional economic information resources can be accessed on the Internet at
www.missourieconomy.org.



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